

CODE OF CONDUCT

MSF-OCA (Amsterdam)

The Code of Conduct is the formalisation of both MSF-OCA's and your commitment to what is laid down in the **Framework for responsible behaviour**. The framework document finds its foundation in the Chantilly statement and MSF international charter. Both provide the criteria of specific (good) behaviour and attitude of its workers, namely, the basis of personal commitment, respect for medical ethics, humanistic ideals, human rights and humanitarian international law as well as a general attitude characterised by *neutrality, impartiality* and *non-discrimination*.

When working for MSF-OCA, you are representing the organisation and your behaviour influences the way the organisation is perceived. Your statements as well as your conduct can be interpreted as an expression of MSF's point of view. If you do not observe the framework, you may bring yourself, your colleagues, your mission and MSF-OCA in danger.

The framework embodies the following:

MSF - BEHAVIOURAL COMMITMENTS

1. MSF staff members and operational partners shall behave respectfully and not discriminate against patients, colleagues or members of the local population on the basis of their race, opinions, lifestyle, gender, sexual orientation, socio-economic background, origin, religion or beliefs and other markers of identity;
2. MSF staff members and operational partners shall not abuse anyone physically (i.e. physical violence, sexual aggression or other forms of physical abuse) or psychologically (e.g. bullying, abuse of power, harassment, discrimination or favouritism);
3. MSF staff members and operational partners shall not accept, under any circumstances, behaviour that exploits the vulnerability of others, in the broadest possible sense (sexual, economic, social, etc.). This includes exchange of goods, benefits or services for acts of a sexual nature, including the use of sex workers' services while on assignment¹;
4. MSF staff members and operational partners shall not accept child abuse, exploitation and violence and not engage in sexual relations with children²;
5. MSF staff members and operational partners shall not take advantage of their position for personal gain. Each member shall use MSF resources (including premises, goods, money, reputation, image, etc.) with respect and care and in the interests of the organisation and the populations it seeks to assist

MSF-OCA - ETHICAL RULES

Operating with integrity

- No abuse of power / exploitation
- No drugs and alcohol while at work
- Careful & authorised use of organization property and information handling
- Accurate and complete bookkeeping and financial administration
- No fraud and theft

¹ Staff is on assignment during work hours, and for international staff this covers the entire period when they are on mission. MSF has a strong expectation from its staff to display appropriate behaviour even when they are not on assignment, and act in accordance with the Behavioural Commitments.

² Article 1 of the United Nations Convention on the Rights of the Child, adopted and opened for signature, ratification and accession by General Assembly resolution 44/25 of 20 November 1989, entry into force 2 September 1990, in accordance with article 1: "For the purposes of the present Convention, a child means every human being below the age of eighteen years unless under the law applicable to the child, majority is attained earlier."

Interpersonal behaviour

- Working environment without discrimination, intimidation, psychological or physical abuse (e.g. harassment, bullying, sexual aggression)
- No inappropriate relationships (e.g. use of sex workers during assignment, sexual relationships with children)

Professional ethics

These rules are further elaborated on in the booklet 'Responsible behaviour' that is handed out to you when signing this code.

ANY PROFESSIONAL CODE APPLICABLE TO YOUR FIELD OF WORK

By signing this code you have taken cognisance of the existence of the framework document and committed to the standards and values it embodies, as well as the responsibility to be aware and alert, and to signal and report possible conflicting behaviour to the line-management or colleague employee. Furthermore, the undersigned ethically commits to any policy paper related to the framework document or this code such as project country / office specific rules and regulations.

Related policy papers cannot overrule or nullify the framework document

I hereby certify to have read and understood the content of the MSF-OCA Code of Conduct

Name:

Date: